

## **DEPARTMENT OF EMPLOYMENT DEVELOPMENT**

### **NOVA PROGRAMS, SERVICES AND INITIATIVES**

NOVA is a federally funded employment and training agency, administered by the City of Sunnyvale. It is directed by the NOVA Workforce Board (NOVA WB) which works on behalf of a seven-city consortium composed of Sunnyvale, Santa Clara, Cupertino, Palo Alto, Mountain View, Los Altos, and Milpitas.

NOVA provides customer-focused services for individuals seeking retraining and reemployment, as well as for local businesses seeking professional solutions for human resource issues. Though the majority of job seekers served through NOVA are "dislocated workers," affected by the downsizing or closure of their companies, NOVA also partners with many other organizations to provide customized employment and training solutions to populations with special needs, such as homeless veterans, people with disabilities, welfare recipients, teen parents, and older workers.

NOVA is funded primarily by grants from the state and federal government, and by local industry. Funding sources include the Workforce Investment Act (WIA), Defense Conversion Act, Employment Training Panel, Stewart B. McKinney Homeless Assistance Act, Wagner-Peyser Act, and funds from private corporations.

The Dislocated Worker, Adult, Youth, and Rapid Response programs are annual allocations that are funded based upon a WIA structured allocation system. The STAR program, which we have had for the last 13 years, is a non allocated WIA program designed to support our one-stop system. All other programs are competitively available funding opportunities through agencies such as the U.S. Department of Labor and the State Employment Development Department.

#### **Major Programs**

**Skills Testing Assessment and Reemployment Program (STAR):** STAR represents the cornerstone of NOVA's services for dislocated workers, with the goal of providing job seekers with the necessary skills that will accelerate their reentry into the job market in an increasingly competitive and technological economy. Funding for the STAR program comes from the Workforce Investment Act (WIA) through the Governor's Discretionary Fund. NOVA's STAR program has been in continuous operation since 1989 and has helped over 19,000 individuals become re-employed.

**Dislocated Workers:** NOVA provides job search assistance, workshops, training, information and referrals to dislocated workers. These services are provided to adults 18 or older who have been laid off as part of a company closure, or who have lost their job and are eligible or are receiving unemployment insurance and have a barrier to returning to their occupation/industry such as inadequate skills, limited availability of occupation.

**Adult:** NOVA provides job search assistance, workshops, training, information and referrals to job seekers 18 or older who must be a resident of one of the 7 cities of the consortium.

**Youth:** NOVA provides career resources, job search, job listings, internet access, computer assistance and workshops, for young people ages 13-24.

**Rapid Response:** Rapid Response-pre/post layoff assistance are provided to employers in response to downsizing, closures and layoffs. Services include one-to-one consultation to develop and implement customized transition plans that optimize worker-management cooperation, coupled with comprehensive reemployment services for exiting employees. Over 100 companies have benefited from these services in 2002.

**Homeless Veterans Program:** Funded through the federal Stewart B. McKinney Homeless Assistance Act (MHAA), this program assists homeless and disabled veterans reintegrate into the workforce. NOVA contracts this service out to Vietnam Veterans of California (VVC). It is provided at the Next Step Center, located at the Veterans Administration medical center in Menlo Park. Service components include vocational skills training, computer literacy training, job development and placement services, medical and mental health assistance, substance abuse intervention, housing assistance, among others.

**H-1B Visa/Skills-Gap Program:** With the growing "Digital Divide", more and more companies are obtaining the necessary technical skills by recruiting foreign workers. NOVA's H-1B Visa/Skills-Gap training program seeks to grow the needed workforce locally, by providing technical training and certification in several high tech careers in partnership with Mission and Evergreen Community Colleges, UC Santa Cruz Extension, Opportunities Industrialization Center West, Sun Microsystems and Cisco Systems, along with other training providers.

**Technology-to-Teaching Initiative:** The Technology-To-Teaching Initiative is a partnership between the State, the California Teacher Recruitment Center and several workforce investment systems. The goal is to address the growing teacher shortage in K-12 schools by offering recently laid-off technology workers the opportunity to make a career change into teaching science and math. Statewide, \$1.6 million in Workforce Investment Act funds were allocated to serve up to 200 participants. The funding is intended to go toward the education courses necessary for the teacher certification process. NOVA was awarded a grant to operate this program, in collaboration with local educational institutions.

NOVA also created a website at: [www.novaworks.org/job\\_seekers/tech\\_to\\_teaching.html](http://www.novaworks.org/job_seekers/tech_to_teaching.html), to encourage greater access to this program.

**Packard:** Neighborhood Self-Sufficiency Centers (NSSC)- in collaboration with the County Social Services Agency and the workforce board serving the balance of Santa Clara County, NOVA provides clients on public assistance with basic education, in-depth assessment, neighborhood/community-based services and coordination and collaboration with other organizations to increase employability. These Neighborhood Self-Sufficiency Centers (NSSC) are coordinated by Santa Clara Unified School District, and are housed at Santa Clara Adult Education, the Sunnyvale Columbia Center and Mountain View Adult Education. Through funding from the Packard Foundation, NOVA also provides enhanced services for NSSC and capacity-building county-wide to further support the welfare to work efforts.

**Others:** Other programs are competitively available funding opportunities through agencies such as the U.S. Department of Labor and the State Employment Development Department. These funds are often used to fulfill specific labor skills gap in anticipation of current or future skills shortages. For example, the State is anticipating a nursing shortage in the short term and has awarded grant monies to expand the nursing workforce.

Detailed descriptions of NOVA programs and services are available online at [www.novaworks.org](http://www.novaworks.org). A summary of the program budget and prior year actual is provided in Table 1 below.

<b>Program (\$Thousands)</b>	<b>Funding Sources</b>	<b>FY 01/02 Actual Cost</b>	<b>FY 02/03 Actual Cost</b>	<b>FY 03/04 Current Budget</b>	<b>FY 04/05 Proposed Budget</b>	<b>FY 05/06 Proposed Budget</b>
<b>STAR</b>	WIA	\$6,406	\$6,840	\$4,026	\$4,700	\$5,000
	# of Participants	1,297	1,469	1,498	1,034	1,100
<b>Dislocated Workers</b>	WIA, NEG	\$861	\$973	\$2,666	\$2,263	\$1,994
	# of Participants	202	276	440	450	400
<b>Adult</b>	WIA	\$509	\$394	\$968	\$1,000	\$950
	# of Participants	138	160	255	275	250
<b>Youth</b>	WIA	\$494	\$400	\$899	\$810	\$850
	# of Participants	106	87	200	180	200
<b>Rapid Response*</b>	WIA	\$742	\$724	\$457	\$500	\$500
<b>Homeless Veterans*</b>	MHAA			\$250	\$250	\$250
<b>H-1B Visa/Skills-Gap</b>	USDOL	\$940	\$1,665	\$801		
<b>Technology-to-Teaching</b>	WIA		\$181	\$689		
<b>Neighborhood Self-Sufficiency Centers</b>	Packard	\$342	\$533	\$348		
<b>Others</b>	Various	\$1,325	\$1,544	\$1,468	\$561	\$561
<b>Total</b>		<b>\$11,619</b>	<b>\$13,254</b>	<b>\$12,572</b>	<b>\$10,084</b>	<b>\$ 10,105</b>

\* The Rapid Response program is a demand driven program, which does not track number of participants. The Homeless Veterans program is outsourced and the participant information is not currently available.

WIA - Workforce Investment Act

NEG – National Emergency Grant

MHAA - McKinney Homeless Assistance Act

USDOL - US Department of Labor